

Panaji, 27th January, 1989 (Magha 7, 1910)

SERIES I No. 43

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA

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Directorate of Municipal Administration

#### Notification

10/47/85-DMA (Vol. I)

In exercise of the powers conferred by section 73(2) (b) of the Goa, Daman and Diu Municipalities Act, 1968 and all other powers enabling me in this behalf, I, Pukh Raj Bumb, Director of Municipal Administration, make the following rule amending the revised Goa, Daman and Diu Municipalities Group 'C' and 'D' (Ministerial and Non-Ministerial Non-Gazetted) posts Recruitment Rules, 1986, published under Notification No. 10/47/85-DMA (Vol. I), dated 10-3-1986 in the Official Gazette No. 4, Series I, dated 24-4-1986.

1. *Short title and commencement.* — (1) These rules may be called Goa, Daman and Diu Municipalities Group 'C' and 'D' (Ministerial and Non-Ministerial Non-Gazetted) posts Recruitment Rules, 1989 (Second Amendment).

(ii) They shall come into force at once.

2. Below Rule 6 of the said Rules, new Rule 7 shall be added, namely: —

"The age and educational qualifications prescribed for each category of the post can be relaxed by the Director of Municipal Administration in respect of the absorption of the staff of erstwhile Village Panchayats converted into Municipality taking into consideration the length of service and duties performed by the incumbent concerned during his service period with the Panchayat."

Pukh Raj Bumb, Director of Municipal Administration.

Panaji, 19th January, 1989.

Department of Labour

#### Notification

25/7/88-ILD

The following draft notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of

1948) for fixing the minimum rates of wages payable to various categories of employees employed in various trades mentioned in the said draft in the scheduled employment of "Employment in any Brick and Tiles Manufactory", is hereby pre-published as required by clause (b) of sub-section (1) of section 5 of the said Act. Notice is hereby given that the said draft would be taken into consideration by the Government after the expiry of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected by the said draft may forward their suggestions or objections, if any, to the Secretary to the Government of Goa, Secretariat, Panaji, before the expiry of the said two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) the Government of Goa, after complying with the requirements of prepublication, hereby fixes the minimum rates of wages payable to the categories of employees employed in "Employment in any Brick and Tiles manufactory", as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3
<b>CATEGORY — I</b>		
1. Foreman		Rs. 29.00 per day or
2. Mistri		Rs. 174.00 per week or
3. Production Superintendent		Rs. 754.00 per month.
4. Technician Grade I		
5. Production Incharge		
6. Chief Operator		
7. Any other employees by whatever name called but doing the work of the nature done by persons falling under this category.		
<b>CATEGORY — II</b>		
1. Pressman		Rs. 26.00 per day or
2. Mistry		Rs. 156.00 per week or
3. Operator		Rs. 676.00 per month
4. Machine Operator		
5. Supervisor		
6. Moulder		

1	2	3
7.	Machine Mechanic	
8.	Mechanic	
9.	Tiles Salter	
10.	Colour Mixurer	
11.	Draftsman	
12.	Electrician	
13.	Carpenter	
14.	Fitter	
15.	Turner	
16.	Welder	
17.	Crusher Oeperator	
18.	Technician	
19.	Any other employees by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

**CATEGORY — III**

1.	Asstt. Supervisor	Rs. 18.00 per day or
2.	" Electrician	Rs. 108.00 per week or
3.	" Carpenter	Rs. 468.00 per month.
4.	" Fitter	
5.	" Turner	
6.	" Welder	
7.	" Asst. Machine Operator	
8.	" Fireman	
9.	Any other employees by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

**CATEGORY — IV**

1.	Clay slakers	Rs. 14.00 per day or
2.	Helpers	Rs. 84.00 per week or
3.	Watchman	Rs. 364.00 per month
4.	Labourer	
5.	Sweeper	
6.	Peon	
7.	Gardener	
8.	Hamal	
9.	Worker	
10.	Coolie	
11.	Office Boy	
12.	Any other employees by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	

**ADMINISTRATIVE — V**

1.	Manager	Rs. 34.00 per day or
2.	Head Clerk	Rs. 204.00 per week or
3.	Accountant	Rs. 884.00 per month.
4.	Senior Store Keeper	
5.	Store Superintendent	
6.	Stenographer	

**CLERICAL — VI**

1.	Clerk	Rs. 29.00 per day or
2.	Store Keeper	Rs. 174.00 per week or
3.	Store Clerk	Rs. 754.00 per month.
4.	Accounts Clerk	
5.	Cashier	
6.	Typist	
8.	Telephone Operator.	

**Explanation for the purpose of this notification:**

1. Where in any area or establishment scheduled employment wages fixed under this Notification are lower than the wages by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as Minimum Wages under this Notification.

2. The Minimum rates of wages are applicable to the employees engaged by the Principal Employers or Contractors or Sub-contractors, etc.

3. The minimum rates of wages fixed are all inclusive rates including the wages for the weekly day of rest.

4. Both men and women workers have to be paid the same rates of wages fixed for the same category and for equal work.

5. The minimum rates of wages payable to an adolescent certified to do the work as an adult shall be same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80% of the minimum rates of wages fixed for adults.

6. In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

7. In case of employees employed in piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages fixed for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Subhash V. Elekar*, Under Secretary (Labour).

Panaji, 16th November, 1988.

**Notification**

25/11/82-ILD

The following draft notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) fixing the minimum rates of wages payable to various categories of employees employed in various categories of employees employed in various trades mentioned in the said draft in the scheduled employment of "Employment in Private Hospitals, Nursing Homes Dispensaries, Medical Clinic, Radiology, Pathology Laboratories, Surgical Clinics including such establishments where medical treatment is given to the patients" is hereby pre-published as required by clause (b) of sub-Section (1) of section 5 of the said Act. Notice is hereby given that the said draft would be taken into consideration by the Government after the expiry of two months from the date of publication of this Notification in the Official Gazette. Persons likely to be affected by the said draft may forward their suggestions or objections, if any, to the Secretary, Labour,

to the Government of Goa, Secretariat, Panaji-Goa before the expiry of the said two months so that such suggestions and objections could be taken into account at the time of finalisation of the draft.

### DRAFT NOTIFICATION

In exercise of powers conferred by clause (a) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 of sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Government of Goa, after complying with the requirements of pre-publication, hereby fixes the minimum rates of wages payable to the categories of employees employed in "employment in Private Hospitals, Nursing Homes, Dispensaries, Medical Clinic, Radiology, Pathology laboratories, Surgical Clinics including such establishments where medical treatment is given to Patients" as shown in the Schedule below:—

### SCHEDULE

Sr.No.	Category of work	All inclusive minimum rates of wages
1	2	3
<b>HIGHLY-SKILLED:</b>		
I-(A) 1.	Manager	Rs. 60.00 per day or
2.	Adm. Officer	Rs. 360.00 per week or
3.	Secretary	Rs. 1560.00 per month
4.	Lab. Technician	
5.	X-Ray Technician	
6.	Sr. Physiotherapist	
7.	Sr. Occupational Therapist	
8.	Psychologist	
9.	Medical & Psychiatrist Social Work	
10.	Microbiologist	
11.	Bio-Chemist	
12.	Ayurvedic Physician	
13.	Homio Physician	
14.	Dental Surgeon	
15.	Public Health Dentist	
(B) 1.	Asstt. Manager	Rs. 42.00 per day or
2.	Head Clerk	Rs. 252.00 per week or
3.	Supervisor	Rs. 1092.00 per month
4.	Accountant (Senior)	
5.	Steward	
6.	Head Cook	
7.	Slimming Coach	
8.	Jr. Physician	
9.	Ayurvedic Physician (Diploma)	
10.	Homio Physician (Diploma)	
11.	Office Superintendent	
12.	Auditor (Sr.)	
13.	Malaria Inspector (Sr.)	
14.	Sr. Surveillance Inspector	
15.	Treatment Organiser	
16.	B.C.G. Teamleader	

### SKILLED

(A) 1.	Home Sister	Rs. 36.00 per day or
2.	Theatre Sister	Rs. 216.00 per week or
3.	Nursing Sister	Rs. 936.00 per month
4.	Public Health Nurse	
5.	Ward sister	

1	2	3
6.	Theatre Master	
7.	Medico social worker	
8.	Staff Nurse	
9.	Health visitor	
10.	Dietician	
11.	Sr. Technical Asst.	
12.	Sr. Technical Asst. (Resp.)	
13.	Sr. Technical Asst. (Nuclear)	
14.	Sr. Scientific Asst. (Endlos)	
15.	Scientific Asst. (Dial)	
16.	Sr. Scientific Asst. (Endocrine)	
17.	Sr. Pharmacist	
18.	Siomicroscopic	
19.	Tutor Radiology	
20.	Theatre Supervisor	
21.	Tech. Supervisor (Lab.)	
22.	Sr. Photographer	
23.	Physiotherapist	
24.	Occupation Therapist	
25.	Chief Hospital Pharmacist	
26.	Selection grade Pharmacist	
27.	Sanitary Inspector	
28.	Audio Visual Technician	
29.	Telephone Operator	
30.	Field Assistant	
31.	Blacksmith (class I)	
32.	Malaria Inspector	
33.	Surveillance Inspector	
(B) 1.	Asst. Home Sister	Rs. 27.00 per day or
2.	" Theatre Sister	Rs. 162.00 per week or
3.	" Public Health Nurse	Rs. 702.00 per month
4.	" Nursing Sister	
5.	" Medico Social Worker	
6.	" Chief Hospital Pharmacist	
7.	Technical Asst. Radiologist	
8.	Technical Asst. (CSSD)	
9.	" (Bio-Chemistry)	
10.	" (Dialysis)	
11.	" (Contechtlence)	
12.	" (B. Bank)	
13.	" (Anaesthesia)	
14.	" (Allorgyclinic)	
15.	" (Life Saving)	
16.	Statistical Asst.	
17.	Asst. Dietician	
18.	Electrician	
19.	Workshop Supervisor	
20.	Radiographer Senior	
21.	Theatre Technician	
22.	E. C. G. Technician	
23.	Technician	
24.	Pharmacist	
25.	Lab. Technician	
26.	Dental Hyginist	
27.	Dental Mechanic	
28.	C. C. U. Asst.	
29.	Urban Leprosy Asst.	
30.	Telephone Monitor	
31.	Artist	
32.	Cook	
33.	Tailor	
34.	Compounder	

1	2	3
<b>SEMI-SKILLED:</b>		
1. Dresser		Rs. 21.00 per day or
2. Lab Attendant		Rs. 126.00 per week or
3. C.S.S.D Attendant		Rs. 546.00 per month
4. Dark Room Attendant		
5. Sr. Ward Orderlies		
6. Animal Attendant		
7. Auxilliary Nurse/Midwife		
8. Washerman (Dhobi)		
9. Barber (Hair cutter)		
10. Optician (Trained)		
11. Lift Operator		
12. Blacksmith		
<b>UN-SKILLED:</b>		
1. Sweeper		Rs. 18.00 per day or
2. Watchman		Rs. 108.00 per week or
3. Ward boy		Rs. 468.00 per month
4. Peon		
5. Ray boy		
6. Laboratory boy		
7. Dental boy		
8. Ayas		
9. Mali		
10. Helper		
11. Laundry boy		
12. Cock mate		
13. Kitchen mate		
14. Kitchen server		
15. Kitchen servant		
16. Barber		
17. Attendant		
18. Table maid/Ward supplier		
19. Scavenger		
20. Gate Keeper		
21. Cleaner		
22. Woman Labourer		
23. Record lifter		
24. Library Attendant		
25. Office Attendant		
26. Dark Room Attendant		
27. Van cleaner		
28. Sampling Helper		
29. Night watchman		
30. Helper (in Physiotherapy Section)		
31. Stretcher bearer		
32. Female Attendant		
33. Utencil worker		
34. Dis-in-action Attendant		
35. Mess Servant		
36. Care Taker		
37. Rice cleaner (Women)		
<b>CLERICAL:</b>		
1. Clerk/Office Attendant		Rs. 32.00 per day or
2. Telephone Attendant		Rs. 192.00 per week or
3. Typist		Rs. 332.00 per month
4. Cashier		
5. Steno Typist		
6. Receptionist		

*Explanation for the purpose of this Notification:*

- Where/in any area/establishment/scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled Employment, namely Employment in Private Hospitals, Nursing Homes, Dispensaries, Medical Clinic, Radiology, Pathology Laboratories, Surgical Clinics including such establishments where medical treatment is given to patients' or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.
- (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.  
(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees, and includes unskilled supervisory work.  
(c) Skilled work is one which involves skill or competence acquired through training as an apprenticeship or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- The minimum rates of wages are applicable to employees engaged by the Principal Employer or Contractors or Sub-Contractors, etc.
- The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.
- Both men and women have to be paid the same rates of wages fixed for the same category and for equal work.
- In case of employees employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages fixed for class/category to which he belongs under this Notification.
- The minimum rates of wages payable to an adolescent certified to work as an adult shall be the same as an adult. In case he or she is certified to work as an adolescent only, the rate of wages payable shall be 80 percent of the minimum rates of wages fixed for adults.

By order and in the name of the Governor of Goa.

*Subhash V. Elekar*, Under Secretary (Labour).

Panaji, 16th November, 1988.